

October 8, 2013

All Department Members,

To the professional men and women of the Cincinnati Police Department:

I am both humbled and honored to have been selected as the Fourteenth Chief of the Cincinnati Police Department. I am truly grateful for the welcome I have received since my appointment to one of the finest Police Departments in the country.

As a means to transition into the position of Police Chief and become familiar with operations, I have already begun to meet with several of you and listen to items which are of importance to you. My intent is not to make any sweeping changes, but to examine issues brought to my attention, and make logical decisions based on best practices and reason.

I fully embrace the core values of the Department, and in the spirit of *Professionalism* will expect officers working details and traffic posts to wear their uniform hats. I take a common sense approach, and recognize an officer's discretion in whether to wear the uniform hat while engaged in their regular tour of duty.

I fully support the physical fitness program initiated under former Chief Craig, and will review where it stands in terms of additional compensatory time credit. In the interim I encourage all to adopt and embrace physical fitness a part of your routine, both for overall health, and your ability to perform your range of duties.

Many of you have worked with distinction, and have earned Service Achievement Awards. I celebrate your accomplishments and feel it is important you are able to wear them on your uniform. I invite you to display them on your uniform shirts, including the Exemplary Conduct and Safe Driving Awards. Multiple awards may be worn in the manner outlined in the existing standards for grooming.

Many of you may have speculated on any changes to be made to your uniform. We will continue to wear a blue uniform shirt at all ranks, with the white shirts being dress uniform only. The rank insignia currently adopted for the Sergeant rank will be modified slightly, with new ordered shirts being Chevrons only. Sergeants may still wear Chevrons with the rocker and star, as long as those shirts meet grooming standards. Similarly, rank insignia for Police Specialists will no longer be ordered for new shirts. Long sleeve shirts will be mandated beginning November 1<sup>st</sup> each year, and be optional with short sleeve shirts March 1<sup>st</sup> each year.

Your thoughts and ideas regarding improved service delivery are of great value to me; as such I am looking for some fresh ideas to be brought to the Chief's Internal Advisory Group. Anyone interested in being included in the process, please submit a request via Form 17 through your chain of command. Those of you already on the panel who wish to remain should also submit your request to remain by the same method. Requests should be received at the Chief's office no later than October 28<sup>th</sup>, 2013

I thank you all for your dedication to duty and the professional reputation you have earned. I look forward to continue to build on the foundation we have established, and explore new endeavors to impact the communities we serve.

Fraternally yours,

  
Jeffrey Blackwell  
Chief of Police